Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

ICE (and below)

For 1st Quarter 2012 for period ending December 31, 2011

Mixed Cases are Included in this report.

			Cor	nparati	ve Data	1
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ata	2012Thru12-31
	2007	2008	2009	2010	2011	2012111Fu12-31
Number of Complaints Filed	100	81	129	146	176	29
Number of Complainants	100	81	129	146	175	29
Repeat Filers	0	0	0	0	1	1

Commissints by Dosis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
Race	31	21	42	41	70	9
Color	9	5	11	19	29	1
Religion	3	1	2	7	9	3
Reprisal	46	43	43	63	103	9
Sex	33	29	38	41	73	4
National Origin	29	14	26	26	41	5

Equal Pay Act	0	0	0	0	1	0
Age	26	23	48	44	62	9
Disability	14	14	20	22	40	8
Non-EEO	0	0	3	5	16	4
Commissints by Issue			Com	parativ	ve Data	ı
Complaints by Issue	Pr	evious]	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2007	2008	2009	2010	2011	2012Thru12- 31
Appointment/Hire	2	1	1	7	1	1
Assignment of Duties	4	4	12	9	9	2
Awards	3	2	2	5	11	1
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	0	0
Reprimand	3	8	0	7	20	1
Suspension	4	3	4	5	3	0
Removal	4	3	3	2	2	1
Other	1	0	0	1	3	0
Duty Hours	1	1	2	1	4	1
Evaluation Appraisal	2	5	10	16	24	2
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	32	22	37	53	81	11
Sexual	3	1	2	2	10	0
Medical Examination	2	0	0	1	2	0

Pay (Including Overti	me)			1		0	0	14	0
Promotion/Non-Selec	tion		36	15	3	37	32	46	5
Reassignment					<u> </u>		l		I
Denied			9	0		0	3	10	2
Directed			6	2		3	5	30	2
Reasonable Accommo	odation		1	2		4	4	2	0
Reinstatement			0	1		0	0	0	0
Retirement			0	0		0	2	1	0
Termination			4	9	1	1	15	17	0
Terms/Conditions of Employment			22	16		6	28	81	3
Time and Attendance			4	2	,	2	5	5	1
Training			6	4	,	3	1	7	2
Other			0	12	1	0	12	18	2
				Com	ıpa	rati	ve Da	ta	
Processing Time		Pr	evious	Fiscal	Yea	ar D	ata		2012Thru12-
	2007	2	2008	2009		20	10	2011	31
Complaints pending d	uring fisc	al y	ear						
Average number of days in investigation	645.10	19	95.10	203.29)	220	.41	224.75	252.70
Average number of days in final action	326.74	67	76.79	500.04	ļ.	956	5.37	283.60	226.15
Complaint pending du	ring fisca	ıl ye	ar whe	re heari	ng	was	reque	ested	
Average number of days in investigation	577.15	21	1.48	210.45	5	222	.37	225.64	239.38
Average number of days in final	37.35	2	4.46	36.88		38.	69	18.68	39.00

Note: Complaints can	he						31					
Discrimination Rend by Basis	ered		Pr	evio	ous F	isca	l Ye	ear Da	ta		2012	Thru12.
Findings of						Co	mpa	arative	Da	ta		
With Hearing	3	100	0 0	0	3	100) 1	100	0	0	0	0
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Total Number Finding	s 3		0		3		1		0		0	
	#	%	#	%	#	%	#	%	#	%	#	%
Actions Finding Discrimination		2007	2	008	2	009		2010	20)11	-	31
Total Final Agency	,		Pre	viou	s Fis	cal `	Yea	r Data].		2012	Chru12-
						Com	ıpar	ative l	Data	a		
Total Complaints With Complainants	ıdrawn	by	19		6		3	3	1	5		1
C	ompla	ints	With	ndra	wn l	у С	[om]	plaina	nts			
Average days pending dismissal	prior t	0	372	2	353	4:	54	602	14	45	8	14
Total Complaints Disn Agency	nissed	by	26		28	2	23	18	1	5		1
			200	7 2	2008	20	09	2010	20	11	•	31
Complaints Dismis	ssed by	y	I	Prev	ious	Fisc	cal Y	Year D	ata		20127	hru12-
						(Com	parati	ive l	Data		
Average number of days in final action	819.78	8 1,	329.	12	855.	49	1,2	44.27	357	7.62	44	14.50
Average number of days in investigation	722.43	3 1	.77.9	5	196.	94	21	8.73	224	4.16	25	59.80
Complaint pending dur	ring fis	cal y	ear v	vher	e hea	ring	, wa	s not re	eque	ested		

filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	3		0		3		1		0		0	
Race	1	33	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	0	0	1	100	0	0	0	0
Sex	2	67	0	0	2	67	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		0		3		1		0		0	
Race	1	33	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	2	67	0	0	0	0	1	100	0	0	0	0
Sex	2	67	0	0	2	67	1	100	0	0	0	0
National Origin	0	0	0	0	0	0	1	100	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	33	0	0	1	33	0	0	0	0	0	0
Disability	0	0	0	0	1	33	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(Com	par	ative	Dat	ta		
Findings of		F	rev	ious	Fis	cal Y	Yea	r Dat	a		2012	Γhru12-
Findings of Discrimination Rendered by Issue	20	F 007		ious 008		cal Y		r Data		11	_	Гhru12- 31
Discrimination Rendered	20)11 %	_	
Discrimination Rendered		007	20	008	20	09	20	010	20			31
Discrimination Rendered by Issue	#	007	20	008	20	09	20	010	20		#	31
Discrimination Rendered by Issue Total Number Findings	#	007	20 # 0	%	20 # 3	%	2 0 # 1	010	20 # 0	%	# 0	%
Discrimination Rendered by Issue Total Number Findings Appointment/Hire	# 3 0	% 0	# 0 0	008	20 # 3 0	009	# 1 0	010 %	# 0 0	0	# 0 0	31 % 0
Discrimination Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties	# 3 0 2	007 % 0 67	# 0 0	008	20 # 3 0	009 % 0	# 1 0	010 % 0 100	# 0 0	0	# 0 0	31 % 0 0
Discrimination Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards	# 3 0 2 0	007 % 0 67	# 0 0 0 0 0	0 0 0	20 # 3 0 0	009	# 1 0 1 0	010 % 0 100 0	# 0 0 0 0 0 0	% 0 0 0	# 0 0 0	31 % 0 0 0
Discrimination Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time	# 3 0 2 0	007 % 0 67	# 0 0 0 0 0	0 0 0	20 # 3 0 0	009	# 1 0 1 0	010 % 0 100 0	# 0 0 0 0 0 0	% 0 0 0	# 0 0 0	31 % 0 0 0
Discrimination Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action	# 3 0 2 0	007 % 0 67 0	# 0 0 0 0 0 0 0	008	20 # 3 0 0 0	009	# 1 0 1 0 0 0	010 % 0 100 0	# 0 0 0 0	% 0 0 0	# 0 0 0 0	31 % 0 0 0 0
Discrimination Rendered by Issue Total Number Findings Appointment/Hire Assignment of Duties Awards Conversion to Full-time Disciplinary Action Demotion	# 3 0 2 0 0	007 % 0 67 0	20 # 0 0 0 0 0 0 0	0 0 0 0	20 # 3 0 0 0	0 0 0 0	24 # 1 0 1 0 0	010 % 0 100 0	# 0 0 0 0 0	% 0 0 0 0	# 0 0 0 0	31 % 0 0 0 0 0 0 0

Duty Hours Evaluation Appraisal Examination/Test Harassment	0 0	0 0	0 0	0	0	0	0	0	0	0	0	0
Examination/Test	0	<u> </u>		0	0							U
		0	0			0	0	0	0	0	0	0
Harassment	1			0	0	0	0	0	0	0	0	0
	1					ı						
Non-Sexual		33	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	33	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	3		0		3		1		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	2	67	0	0	0	0	1	100	0	0	0	0

Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action								-				-
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	33	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	1	33	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	'											
Non-Sexual	1	33	0	0	0	0	1	100	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	1	33	0	0	0	0	1	100	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	33	1	100	0	0	0	0
Reassignment											•	
Denied	0	0	0	0	0	0	1	100	0	0	0	0
Directed	1	33	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	1	33	0	0	1	33	0	0	0	0	0	0

Time and Attendance	0	0	0	0	0	0	1	100	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-				-						
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								-				-
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment		-	-	-		-	-	-		-		
Denied	0	0	0	0	0	0	0	0	0	0	0	0

Complainant's action Hearing Final Agency Action Appeal with EEOC Offi Federal Operations Complaint Investigation		f	44 33 0		38 3 ous		om	45 27 5 parati	ve		L	68 17 24 Γhru12-
Hearing Final Agency Action Appeal with EEOC Offi	ce o	f	33	3	38	19		5	,	11 20		17
Hearing Final Agency Action Appeal with EEOC Offi	ce o	f	33	3	38	19)	27		11		17
Hearing									+			
-			44		1 5	38	5	45	<u> </u>	51		68
Complainant's action							, _	4.5				
ROI issued, pending			0		1	0		0		0		1
Investigation			16		7	4		5		8		103
Number complaints pendi	ng											
Total Complainants			225	1	95	17	2	187	2	212		221
Total complaints from previ Fiscal Years	ous		225	1	95	17	2	187	2	212	2	222
Pending Complaints File Previous Fiscal Years by S	Status Previous Fiscal Year Data 2012Tl									Гhru12. 31		
						C	om	parati	ve	Data	1	
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	İ				"	0	0	0	0	0	0	0

Pending Complaints Where Investigations Exceed Required Time Frames	25	16	15	17	40	61
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